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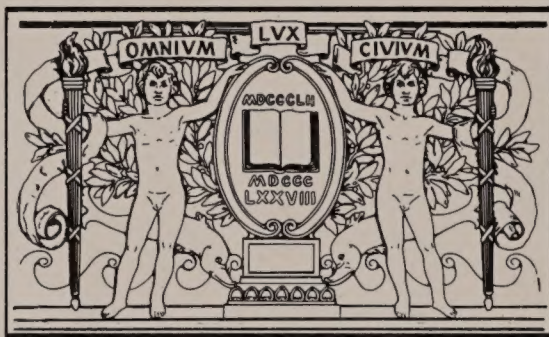
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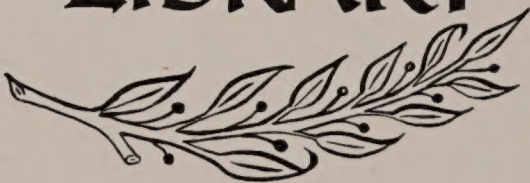
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RAYMOND L. FLYNN
MAYOR

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M E M O R A N D U M

FROM: Brian R. McNaught
TO: Liaison Search Committee, Community Leaders, Administrators
RE: Job Description of Mayor's Liaison to the Gay & Lesbian Community

The position of the Mayor's Liaison to the Gay and Lesbian Community, as defined in 1982 (see attachment), is, to my knowledge, unprecedented in the United States. While other city Mayor's have liaisons, none work full time, solely with gay and lesbian citizens and with the entire Community. Two individuals have served as Mayor's Liaison in Boston, each performing the task without specific guidelines established by precedent. The way each approached the work was influenced by a general job description, personality, interests, resources and the demands of their supervisors and constituents.

The new Liaison, his or her supervisors and their gay and lesbian constituents may find helpful an analysis of the job based upon my service in that position and a synopsis of the activities engaged in from June 1982 to January 1984. The duties of the Liaison may change dramatically with the restructuring of City government, particularly given the creation of the Office of Constituent Service and with the election of an openly-gay City Councilor. Nonetheless, this synopsis will suggest how and when gay and lesbian citizens seek assistance from City government.

My work as Liaison could be broken down into two basic categories: Constituent Service and Proactive Measures. Constituent service, i.e. responding to requests for assistance, addresses problems as they arise. Proactive Measures, such as The Boston Project, initiates programs to address and solve systemic problems. Both courses of action are essential, but the Proactive Measures will eventually eliminate the need for a single Liaison to respond to individual problems. City government should be designed so that a lesbian or gay citizen can receive a sensitive, professional and swift response from every City employee.

P R O A C T I V E M E A S U R E S

The Proactive Measures taken between 1982 and 1984 included, though were not limited to: The Boston Project, the Mayor's Committee on AIDS, Police Relations Projects, the attempt to secure a Community Center, the placing of openly gay men and lesbians on Boards and Commissions, the attempt to foster the development of a Gay and Lesbian Cable Television Access Committee and the attempt to facilitate the creation of a Tavern Guild.

THE BOSTON PROJECT

Ginny Apuzzo, executive director of the National Gay Task Force, believes that The Boston Project provides an important model for other major American

cities. It created an unprecedented dialogue between City government and the Gay and Lesbian Community and provided each with a workable agenda for eliminating systemic problems. The author of the nearly 200 recommendations, which are now before the Mayor, was not the Liaison but the nearly 2000 lesbians, gay men and government specialists who worked together on identifying, articulating and addressing needs. It is not an exhaustive agenda but it is a worthwhile and workable one.

The work and findings of The Boston Project can be reviewed in three documents: A Profile of Boston's Gay and Lesbian Community (survey results), available through the Mayor's Office, The Executive Summary (recommendations and survey results), available through the Mayor's Office, and the Transcripts of The Boston Project (testimony of participants, recommendations and survey results) available for review at the Boston Public Library, the State House Library, the offices of Gay Community News and in the Mayor's Office.

MAYOR'S COMMITTEE ON AIDS

Boston was the first city in the country to have a City-sponsored task force on Acquired Immune Deficiency Syndrome (AIDS). I established the Committee in July 1982 to address the many medical, physical and emotional issues raised by AIDS. (Attached is a memorandum to Mayor Ray Flynn which describes the basic work of the Mayor's Committee on AIDS.)

The Committee on AIDS is made up of representatives of the Federal, State and City Health Departments, the American Red Cross, the Fenway Community Health Center, the AIDS Action Committee, the Haitian AIDS Support Group, the Gay and Lesbian Counseling Service/Hotline and other representatives of the academic, medical and high risk communities. The Committee meets every month to coordinate and support the efforts of individual Committee members. Highlights of the Committee's work include:

- * Writing and publishing 50,000 copies of a general information brochure on AIDS which has been used throughout the country. (I took responsibility for coordinating this effort and for mailing out the brochure. To date, there are less than 200 brochures available.);
- * Sponsoring a city-wide medical forum on AIDS at the Boston Public Library;
- * Assisting in the drafting of regional Red Cross policy on blood donation;
- * Initiating and successfully lobbying to make AIDS a reportable disease;
- * Drafting hospital guidelines for procedures to follow with AIDS and non-AIDS but High Risk patients;
- * Establishing three AIDS hotlines.

In addition, I attempted to secure from the City a house for AIDS patients, monitored the Fire Department's Emergency Medical Team's response to AIDS, coordinated the City's lobbying effort through the U.S. Conference of Mayors for more AIDS research funding from the Reagan Administration, referred callers to our list of qualified physicians and provided the media with regular updates on AIDS cases in Massachusetts.

POLICE RELATIONS PROJECTS

(Police Liaison)

Clearly, improving relations between the Gay and Lesbian Community and the Boston Police Department was a priority. To that end, the most significant proactive achievement was securing the appointment of a sensitive, qualified and enthusiastic Police Liaison to the Gay and Lesbian Community. (See attached job description, background information and press release.) Since his appointment, Lt. Donald Devine has helped numerous gay men and lesbians who have been unprofessionally treated by other officers, been physically assaulted by strangers or have been harassed by neighbors. Often, the complainant has had major reservations about seeking redress but did so after establishing a relationship with the Police Liaison. In addition, Lt. Devine has initiated one-on-one education of seasoned officers in the various Areas (precincts) on the needs and issues of gay men and lesbians.

Securing the position of Police Liaison to the Gay and Lesbian Community required extensive research into how other major cities have responded to this need. Following numerous telephone conversations to Community leaders and Department administrators in New York, Washington, D.C., Philadelphia, San Francisco, Chicago and Houston, a job description was drafted and meetings were scheduled with the Mayor and the Police Commissioner to secure their support. My preference was for the position to be filled by an openly gay police officer but Boston is one of the few cities in the country without openly gay men and lesbians on the Police Force. I suggest that having an openly gay officer in the position remains the ideal but that Lt. Devine should continue his work until that ideal can be realized.

(Recruit Training)

The training of Police recruits, established by Robin MacCormack, the first Liaison, was continued and expanded. Each class of recruits was provided four hours of extensive training by a lesbian familiar with police work, a gay attorney with broad experience in police cases, a streetworker and me. Training covered such basic information as proper terminology and such specific information as "how to" sensitively secure the confidence of a gay person who has been victimized. The Community presenters were paid, for the first time, by the Mayor's Office for their work.

(Cadet Training)

Also for the first time, police cadets were given two hours of training on gay and lesbian issues. Police Cadets are not police officers nor have they yet entered the Police Academy. They are, however, uniformed clerical staff and the first - and perhaps only - person a gay man or lesbian would encounter in a Police Station. Again, Community leaders were paid for their work.

(On Line Outreach)

The need for the new Liaison to work on a regular basis with seasoned police officers is perhaps less urgent because of the work of the Police Liaison. He or she, however, should make a top priority of meeting with the Supervisors and Community Service Officers in each key Area and with the Police Commissioner and his Senior Staff. The Liaison should also seek to build rapport with the Homicide Department.

BOARDS AND COMMISSIONS

In the City of Boston, there are numerous Boards and Commissions which influence the direction of government and make decisions about where resources are placed. It is critically important that openly gay men and lesbians be appointed to those bodies by the Mayor. Four individuals were appointed or re-appointed between 1982 and 1984:

Dr. Steven Tierney	- Trustees, Health and Hospitals
Micki Dickoff	- Cable Television Advisory Committee
Michael Campbell	- Back Bay Architectural Commission
Sally Deane	- Charitable Donations

The Liaison should consider lobbying the Mayor to place qualified gay men and women on the many Boards and Commissions as a priority.

COMMUNITY CENTER

As was underscored in The Boston Project recommendations, the securing of a safe and accessible Community Center is seen by many Community members as an essential means to meet critical needs. While many established groups are less in need of a Community Center, gay and lesbian youth, disabled, aged and those persons of color who feel unwelcome in gay and lesbian establishments insist such a Center would provide them with an important meeting place.

I attempted to secure such a Center without success. After meeting with those Department Heads who had information on available sites and after reviewing the adequacy of their suggested sites, I determined that none met the need. The effort, however, was compromised by the ticking clock of an administration which was soon to leave office. The Mayor indicated his strong support for securing such a facility but there was not enough time to probe all alternatives. It is a doable task and I encourage the new Liaison to form a task force of Community and government representatives to ensure this need is met.

TAVERN GUILD

As with the Community Center effort, not all Proactive Measures are successful. Yet, none are a waste of time. For several months, I attempted to attract local bar owners and managers to the idea of forming a Boston Tavern Guild, similar to those in other major cities. I secured a copy of the San Francisco Guild's By-laws and Statement of Purpose and assembled a small group of owners on two different occasions. For their own reasons, the owners declined to pursue forming a Guild at this time.

Though not defined in the job description, I believe that being a catalyst for Community growth is a worthwhile endeavor for the Liaison. He or she ought not to take responsibility for forming new groups but rather use their position and resources to bring together like-minded individuals to consider undertaking important efforts.

Liaison
5-5-5-5

CABLE TELEVISION

It was in the role of catalyst that I brought together lesbians and gay men who were skilled in media and interested in guaranteeing appropriate access to the Gay and Lesbian Community on the new Cable Television system. Cable Television is designed to provide community access and several minority communities have been meeting and strategizing for a long time on how they might guarantee quality air time and programming. Lobbying for the appointment of Micki Dickoff, an accomplished lesbian filmmaker, to the Cable Advisory Committee was one step taken to ensure Community involvement. However, I was concerned about grassroots efforts.

To my delight, a small but determined core group of lesbians and gay men are now working on cable television programming. They have been put in touch with knowledgeable people from the Cable Office in City Hall. However, the next Liaison should seriously consider the need to guarantee the Gay and Lesbian Community is given it's fair share of air time. The system is new and such allotments have yet to be made.

C O N S T I T U E N T S E R V I C E

At least half of the Liaison's time can, and I believe should be spent in direct constituent service. (Again, this may be affected by the new Mayor's Office of Constituent Service and by the presence of an openly-gay City Councilor). Being attentive to Constituent Service requires being available to respond to needs as they are presented. Some telephone calls, letters or personal visits are life and death issues to the constituent and require substantial amounts of time. Other requests for help require less time but a good knowledge of how City government operates and who has been assigned the task of providing a requested service, such as Traffic and Parking, Real Property or Public Works. The ease with which you secure the assistance of the appropriate Department often depends upon the kind of relationship you have developed with the Department Head and his or her staff.

Based upon my daily "Call Sheet" and calendar, I estimate that between June 1982 and January 1984, I met privately with 335 individuals, addressed 35 different groups, talked with the press on 75 different occasions, made or received 3,700 telephone calls and sent out 2,500 pieces of mail. In that time, there were over 50 cases of complaints filed which required extensive work and follow-up. The most demanding and complicated of requests came from the owner of a local afterhours club.

Using this club as an example of the kind of follow-up which can be required: the co-owner called to request a meeting shortly after I began work at City Hall. By December '83, my work file on this issue was larger than any other, except AIDS. The bar in question had been repeatedly raided by the Vice Squad for alleged infractions of the law. The owner wanted me to get the Mayor and the Police Commissioner to stop the raids, pending court decisions on previous citations. The case involved several meetings with the owners and staff, the Mayor, the Police Commissioner, attorneys, Community Leaders, patrons, the Police Liaison and the Vice Squad. Allegations of police brutality and warnings of patron riots made solving the issue a number

one priority. With a great deal of rational negotiation among increasingly large numbers of Community and government representatives, the situation was unofficially resolved, at least for the time being.

Other complaints which required extensive follow-up include, but are not restricted to:

- * A young gay man who was arrested by security police outside of a local building complex for kissing and allegedly fondling another man in a parked car. The police called his parents in the middle of the night and broke the news their son was gay. The caller needed immediate counseling and referral to an attorney. The security guards were officially reprimanded.
- * A transvestite inmate was allegedly raped by corrections officers at a City facility. Victim required immediate transfer to another facility, legal assistance and counseling. The facility was monitored to ensure the swift investigation and redress of the incident. The accused corrections officers were suspended pending outcome of the trial. The case was dropped by the victim. (N.B. The Liaison needs to be prepared to have the overwhelming majority of complainants change their mind about seeking redress after the Liaison has expended enormous amounts of time and energy. Personal and professional considerations or frustration with the lengthy legal process all too often discourage the complainant from following through on a case to its completion.)
- * Lesbian women living in collective were being constantly harassed by their neighbor's children. They required counseling and immediate access to Community Service Officer from the Police Department. The police then approached the children's parents and remedied the problem by threatening citation.
- * Young man stabbed by hustler during robbery. Though hospitalized and out of work for a month, he feared going to court or cooperating with the police because he was not "out" to family and was sure he would lose his job. I did initial counseling and lined up a therapist, arranged for him to meet with sensitized police officer and district attorney who explained the procedure and the minimal risks, and put him in touch with a gay man who had been through a similar situation. His case required numerous telephone calls and private sessions. He decided not to prosecute.
- * Fire which destroyed the offices of Gay Community News, Fag Rag and Glad Day Bookshop required major lobbying effort of Fire Department to prioritize investigation, immediate contact with authorities in Washington for counsel on victims' rights with regard to feared interest of F.B.I. in subscription files, securing police guard of fire site, search for new facilities and frustrating follow-up on arson probe.
- * Male victim of alleged police brutality frustrated by lack of Community response and limited possibilities of redress.
- * Individuals assaulted on MBTA; pleas from people evicted from their apartments or fired from their jobs for being gay; gay men and lesbians affronted by the policies of some gay and lesbian businesses.

Oftentimes, the caller will be from outside of Boston, outside of the influence of the Mayor's Office or not protected by existing legislation. In these cases, counseling, referrals and advocacy telephone calls can still be made.

The largest bulk of people requested services or advice which could be handled with one or two telephone calls. The most significant dimension of the Liaison position is the access to government that it provides lesbian and gay citizens who feel disenfranchised. Several hundred people responded to that opportunity for access by requesting:

- * Assistance in securing softball fields and basketball courts (Boston's Gay Olympic teams, new lesbian bar teams);
- * Assistance in securing zoning clearance and signs (Fenway Community Health Center, Glad Day Bookshop);
- * Permits to march, picket, sell goods and help in securing adequate police presence (Gay and Lesbian Pride Committee, N.O.W., March Against the Vice Squad, AIDS Action Committee, lesbian artists, Oasis Guesthouse, Boston Lesbian/Gay Political Alliance);
- * Access to City Buildings (Gay Alcoholics Anonymous secured City Hall for their annual Round-Up, GCN received permission to distribute the weekly newspaper at the Information Booth in the City Hall lobby);
- * Access to City property (The Gay Olympics team from Boston went to San Francisco with one of the only available City flags and with the only Proclamation issued by an outside Mayor);
- * Advocacy (the AIDS patient who was ticketed for parking in a Handicapped Parking space, the Boston Evening Clinic who lost parking spaces for their clients);
- * Documents (copies of the Executive Order, Housing Ordinance, Affirmative Action order), decrees (Gay and Lesbian Pride Week, congratulations to new organizations) and Public Service Announcements (the Mayor went on radio during Gay Pride Week to congratulate the Community);
- * Direction ("I need a gay real estate agent; lesbian attorney; sensitive physician");
- * Consultation (lesbian film project, gay dating service, individuals wanting to start a new business);
- * Information (the press use the Liaison to verify information and provide names of people to contact. Many students call on term papers);
- * Support (gay and lesbian City employees who are not "out of the closet" at work and feel isolated in their departments);
- * Access to Mayor or to Community Groups (National Gay Task Force, Gay Rights National Lobby, Human Rights Campaign Fund);

- * Counseling (Many street people and others facing difficulties drop by for help. Those persons whose needs exceed the realm of short-term counseling are referred to private therapists or Community agencies).

One final form of Constituent Service is the attendance of Community functions. It is an effort which helps to underscore the presence of openly gay people in government and encourages the claiming of rights by gay and lesbian citizens. The new Liaison can plan on spending several evenings and some holidays being present to the Community at important events. At times, the Liaison will be asked to speak about himself or herself, their goals and the workings of City government. Most often, merely their presence will be requested. Gay and lesbian college groups, for instance, are very anxious to hear from an openly gay person in government. I met with 35 different groups (BAGLY, Gay Professional Men, Brandeis students, Exodus Center) and attended numerous Community events, from the Buddies Thanksgiving Dinner for Senior Citizens to the send-off for the Boston Gay Olympics team. It is a responsibility which provides large numbers of people the opportunity for one-on-one contact.

The Boston Project Executive Summary outlines those areas which I feel need to be addressed in the future. Primary among them are:

1. Securing a Community Center;
2. Providing education for all key City employees, particularly those in the Police Department, the Corrections Department, the Department of Health and Hospitals, the School Department, the Fair Housing Department and the Personnel Office;
3. Developing a comprehensive resource guide to the services available in the Gay and Lesbian Community. This guide, when well distributed, would allow police officers to refer victims of assault to professional and sensitive counseling, medical and legal services. Among other uses, it would also provide those working with the elderly, youth and the disabled a means of referring gay and lesbian individuals to Community support groups. The Commission on the Affairs of the Elderly and the Commission on the Handicapped have both urged the development of such a resource, as have police officers working in the various Areas.
4. Involving openly gay men and lesbians at every level of City government;
5. Continuing the important work of the Mayor's Committee on AIDS.

Please know that I would be pleased and honored to work with the new Liaison and all other members of the Community on these and other efforts.

DRAFT

JOB DESCRIPTION

TITLE: Mayor's Liaison to the Gay and Lesbian Community

RESPONSIBILITIES:

- serve as the municipal government/ Mayor's liaison to the Boston gay and lesbian community.
- advise the Mayor and other administration policy-makers on issues affecting Boston's gay and lesbian community.
- develop training programs to sensitize both municipal employees and citizens of Boston to the importance of, and the administration's commitment to, the full participation of gay and lesbian people in the life and functions of the City.
- function as contact person/liaison with all municipal departments with particular emphasis on the City's personnel, law, communications, police, and health and hospitals departments.
- develop pro-active measures to assure the integration and representation of the gay and lesbian community in both municipal employment and service delivery.
- develop internal procedures to address discrimination against persons of the gay and lesbian community, specifically including, but not limited to equal treatment in departments such as health and hospitals and the police.
- assume additional responsibilities as defined by the Mayor or his designee.

SKILLS AND ABILITIES:

The successful candidate's qualifications should include:

- demonstrated written and oral communications skills.
- advocacy, lobbying, and training skills.
- commitment to, and successful advocacy for gay and lesbian concerns.
- experience in working effectively with a broad range of people with varying levels of sensitivity/knowledge of gay and lesbian issues.
- ability to work both independently and cooperatively in a representative capacity.
- general understanding of the laws which affect the rights of gay and lesbian persons.

M E M O R A N D U M

TO: Raymond L. Flynn, Mayor

FROM: Brian McNaught, Liaison to the Gay & Lesbian Community *for*

RE: Appearance at January 20, 1984 Meeting on AIDS

DATE: Tuesday, January 3, 1984

You have been invited to attend the January 20, 1984 monthly meeting of the Mayor's Committee on AIDS. The meeting will be held in the Conference Room in Suite 603 of City Hall from 8:30 A.M. to 10:30 A.M.

BACKGROUND:

In response to the crises created by Acquired Immune Deficiency Syndrome (AIDS), I created the Mayor's Committee on AIDS in July 1982. That Committee seeks to continue its critically important work under your administration. I chair the Committee and recommend that the next Liaison to the Gay and Lesbian Community do likewise.

To our knowledge, Boston was the first City to establish a Committee on AIDS. The Mayor's Committee on AIDS is made up of representatives of City, State and Federal Health Care agencies, academic and Community Health Center professionals, the American Red Cross Executive Director and experts from the High Risk Communities. The Committee meets once a month in City Hall to analyze and respond to needs as they arise and to coordinate and support each other's efforts. (A listing of Committee members is attached.)

As you know, AIDS is a devastating, little understood disease which has already claimed the lives of 14 residents of Boston and 12 others who sought medical attention in the Commonwealth of Massachusetts. There are 40 confirmed cases of AIDS in Massachusetts, with an additional 60 cases submitted to the Centers for Disease Control for confirmation. As is true with the rest of the country, the number of AIDS cases in Massachusetts doubles every six months. AIDS is considered the nation's Number One health priority by the Federal Government. Recently, Massachusetts established a State Task Force on AIDS on which I serve. The focus of the State Task Force, however, has been very different from that of the City.

Among the accomplishments of the Mayor's Committee on AIDS are the writing and publishing of 50,000 copies of an informational brochure on AIDS which has been used by the general public throughout the New England area; the sponsoring of an early Medical Forum on AIDS at the Boston Public Library and hosting, through the Department of Health and Hospitals, a monthly forum for researchers. The Committee, again through Commissioner Lew Pollack's Office, established a hotline for calls on AIDS; we initiated and drafted hospital guidelines for procedures to follow with AIDS and high risk patients; initiated the successful drive to make AIDS a reportable disease in Massachusetts and were the first group to help in the development of Red Cross blood donor guidelines. The Mayor's Committee also monitors media reporting on AIDS and provides speakers to

Memorandum to Mayor Flynn
from Brian McNaught
Page Two

scientific and public forums and to media talk shows.

The Mayor's Committee on AIDS has operated without a designated budget, but the City did finance the brochures and the public forum and is currently seeking qualified candidates to serve as a fulltime AIDS coordinator out of Commissioner Pollack's Office.

Your attendance at the January 20th meeting, which I suggest could be a 9:30 "drop in", would underscore your interest in seeing the important work of the Committee continue under your sponsorship.

Please advise.

MAYOR'S COMMITTEE ON AIDS

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P O L I C E L I A I S O N

A uniformed police officer, operating out of the Commissioner's Office, who served as Liaison to the Gay and Lesbian Community would:

- 1.) Advise the Commissioner and other administrators on issues affecting Boston's gay and lesbian community;
- 2.) Provide access and information to members of the gay and lesbian community;
- 3.) Represent the Police Department at community functions and be present at all gay community events which require police details;
- 4.) Help coordinate the training programs for police recruits and seasoned officers;
- 5.) Serve as a contact for the Mayor's Liaison to the Gay and Lesbian community.

Several cities have created the position of Police Liaison to the Gay and Lesbian Community, including Washington, D.C., Houston and San Francisco. These and other cities have actively recruited gay men and women to the Police Academy or established citizen review boards.

In repeated discussions with representatives of the community, the appointment of a Police Liaison was underscored as an important first step in building a positive, working relationship with the Police Department.

EFFECTIVE LIAISON PROGRAMS

San Francisco -Officer Paul Sidler is the full-time Police Liaison to the Gay and Lesbian Community. He is one of 11 officers working in the Community Relations Unit which reports directly to the Police Chief. A 13-year veteran of the force, Sidler feels the Police Liaison needs to be an officer with direct access to the Police Chief. His major responsibilities include educating all levels of the Department about the gay and lesbian community and educating the community about the Police Department. He arranges for interfacing sessions between the two groups. He also coordinates a 10-hour program on homosexuality at the Academy. Sidler underscores the additional need to establish key contacts in each district heavily populated by gay and lesbian citizens.

Washington, D.C. -Captain Gary Abrecht is the coordinating Liaison to the Gay and Lesbian Community. Captains in each district with a large gay and lesbian population or gay businesses have been assigned the task of acting as district liaisons. Abrecht has establish a network of contacts in the community who report to him on issues of concern. He works to educate the entire Department through cadet training sessions and briefings at roll call. Like Sidler, he has taken responsibility for the active recruitment of gay and lesbian officers. (Sidler has received several inquiries from the Boston area.)

OTHER INITIATIVES

Chicago -Superintendent Richard Brzeczek issued a General Order barring discrimination in the Department, coordinated the distribution of a training bulletin on homosexuality to all officers and called in gay and lesbian community leaders to meet with him on a regular basis. Education of the Department includes extensive training for cadets, roll call presentations and Command Staff discussions. Chicago, like Washington, DC, has a Citizens Review Board which hears complaints about the conduct of officers.

New York The Mayor has appointed an openly-gay man to the Police Commission and established a Police Council on Lesbian and Gay Concerns. The Council meets regularly with the Police Chief.

Boston Police

Office of the Commissioner
Informational Services Section
For further information:
Call 247-4520 or 262-5577 evenings

News Release

83-100

FOR RELEASE:

Wednesday, April 13, 1983

CONTACT:

Peter T. Woloschuk, 247-4520

COMMISSIONER JORDAN APPOINTS LIEUTENANT DONALD L. DEVINE AS LIAISON TO GAY COMMUNITY

Commissioner Joseph M. Jordan today announced the appointment of Lieutenant Donald L. Devine as liaison to the Gay and Lesbian communities of the city of Boston. The Lieutenant will act as the Commissioner's advisor on matters pertaining to the Gay community and will act as the Police Department's representative at community meetings and community functions. He will also coordinate the Department's training programs at the Police Academy and help to sensitize the Department's personnel to the needs of the community.

In making the announcement Commissioner Jordan said, "relations between the Boston Police Department and the Gay and Lesbian community have been steadily improving over the last few years. Working together with various representatives of the city and the Mayor's Office, the Department and the community have been able to resolve many long standing problems. Bridges have been built but much more needs to be done. I believe that Lieutenant Devine will be able to build on the positive developments of the last few years and to help each side come to terms with the needs and constraints of the other. I am not looking for Utopia but I am hoping for a viable working relationship between Police and the Gay and Lesbian communities."

Lieutenant Devine joined the Boston Police Department in 1966 and was stationed in Roxbury until 1975. At that time he was promoted to the rank of Sergeant and assigned as a patrol supervisor in Roxbury. In 1977 he was assigned to the Police Academy where he taught Criminal Investigation, Patrol Procedures, and Community Relations. In 1978 he was transferred back to Roxbury and in 1980 he was promoted to the rank of Lieutenant. Upon promotion he was transferred to the Executive Office where he assisted in the coordination and monitoring of federal projects including the Team Policing, the Neighborhood Business Beats, and the Auto Theft Prevention Programs.

Lieutenant Devine holds a Bachelor of Science Degree in Law Enforcement and Security from Northeastern University and a Master's Degree in Public Administration from Boston State College. He is

married and is the father of six.

In accetping the appointment Lieutenant Devine said, "it is trite to point out that it is absolutely necessary to maintain a close working relationship between the Police Department and every other segment of society.

"I hope that I will be able to strengthen the linkage between the Department and the Gay and Lesbian communities thus allowing the Police the opportunity to extend even more effective service."

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